The Function of a Professional Body for Career Development

- What are professional bodies and what is their purpose
- The UK Career Development Association (CDI) and its achievement in five years
- Professional development explored
- Where we are going – the

Jan Ellis
Career Development Institute

Professional bodies

- Difficult to define precisely – covers a diverse range of professional groups
- 4 key features (Watkins 1999)
  - Entry barriers
  - A register of members
  - Code of conduct
  - Systems to maintain standard and quality
- Strong focus on qualifications, CPD and supporting members manage changes in working practices
- Facilitating members to make sense of change and abstract knowledge (Karseth and Nerland 2007)
- Legal regulation – chartered status

UK Wide Professional Body

Member Benefits
Full range of member benefits for Individual, Student and Affiliate Organisations
Find out more >

CDI Insurance
New scheme: Public Liability and Professional Indemnity cover. Industry best rates.
Find out more>

Careers Leader Training
C&EC funded accredited and non-accredited training for careers leaders (England)
Find out more>

Latest Job Vacancies
Job opportunities; tenders and related RSS feeds
Find out more >

January 2019

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Chaos Theory of Careers : Counselling for Constant Change
22 Jan 2019 09:30
LONDON - 22 January 2019 Download draft ...
read more >

Understanding Autism for Careers Professionals - 5 venues
23 Jan 2019 09:30
The CDI is delighted to be working with partner...
read more >

Professional Register

Join the UK Register of Career Development Professional today

Joining and payment online

Search The Register

Search the Register of Career Development Professionals

read more

CDI News

16/01/2019
CDI Code of Ethics – updated

CDI Code of Ethics – updated
The Professional Standards Committee has updated the Code of...

Sector News

16/01/2019
New Year's Honours for the Employability and Skills Sectors

New Year's Honours for the Employability and Skills

Twitter Feed

Member

Registered Professional

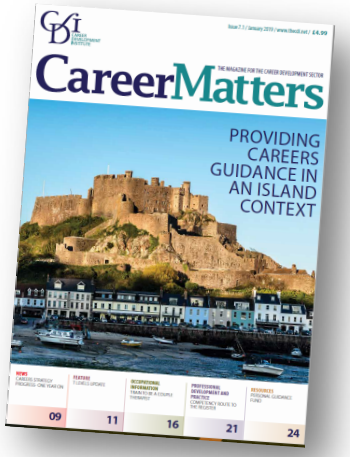
Affiliate Organisation

School Affiliate

Academy

Career Assured

QCD Centre



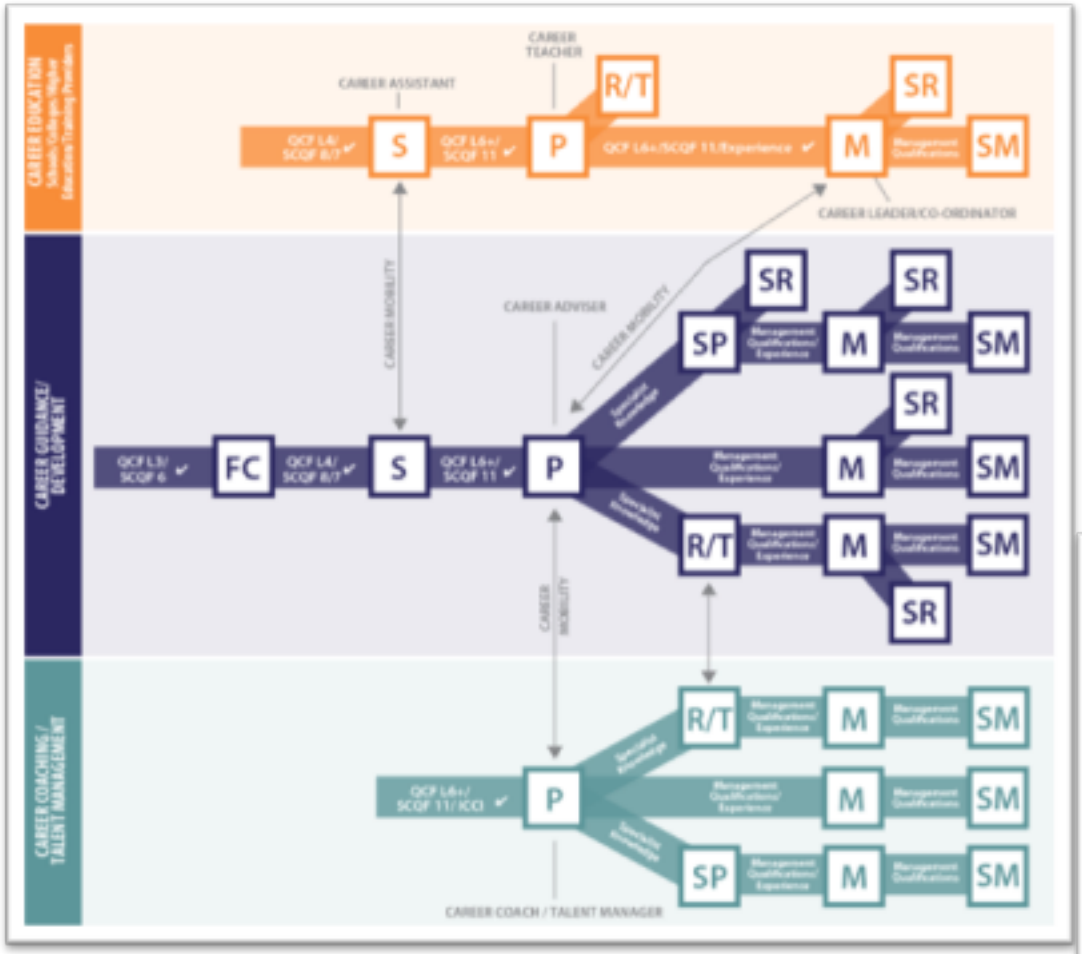
Who are we and what do we do?

- Established in April 2014
- UK-wide professional body for the career development sector
- Membership: over 4,500 members
- Key aim: **To support and encourage the delivery of high quality career development services, through our work to develop the careers workforce**
- Strong focus professional standards and development; custodian of the UK Register of Career Development Professionals

Lifelong career development for all: careers services that work for everyone

Major achievements to date

- Promoting professionalism:
  - UK Register of Career Development Professionals (1575)
  - Updated Code of Ethics
  - 2019 'Year of Research and Sharing Research'
- Building political and policy influence and partnership working
- Ownership of the National Occupational Standards NOS: CD
- Creating a new jobs board for the sector – *Careers in Careers*
- Delivering a broad programme of CPD, including *free* webinars
- Increasing member value through the website and members' area
- Establishing the CDI Academy offering L4 – L7 qualifications
- Celebrating success through the UK Career Development Awards
- Trusted partnerships with the key government stakeholders
- Financial sustainability


CAREER EDUCATION
CAREER GUIDANCE/ DEVELOPMENT
CAREER COACHING / TALENT MANAGEMENT
CAREER ASSISTANT
CAREER TEACHER
CAREER ADVISER
CAREER LEADER/CO-ORDINATOR
CAREER COACH / TALENT MANAGER
CAREER MOBILITY
QCF L4/ SCQF 8/7
QCF L6+/ SCQF 11
QCF L6+/SCQF 11/Experience
QCF L3/ SCQF 6
QCF L6+/ SCQF 11/ ICG
Specialist Knowledge
Management Qualifications/ Experience
S
P
R/T
SP
M
SM
SR
FC

Career Professionals in the 21st Century
December 2016
CareerMatters
Professional Register

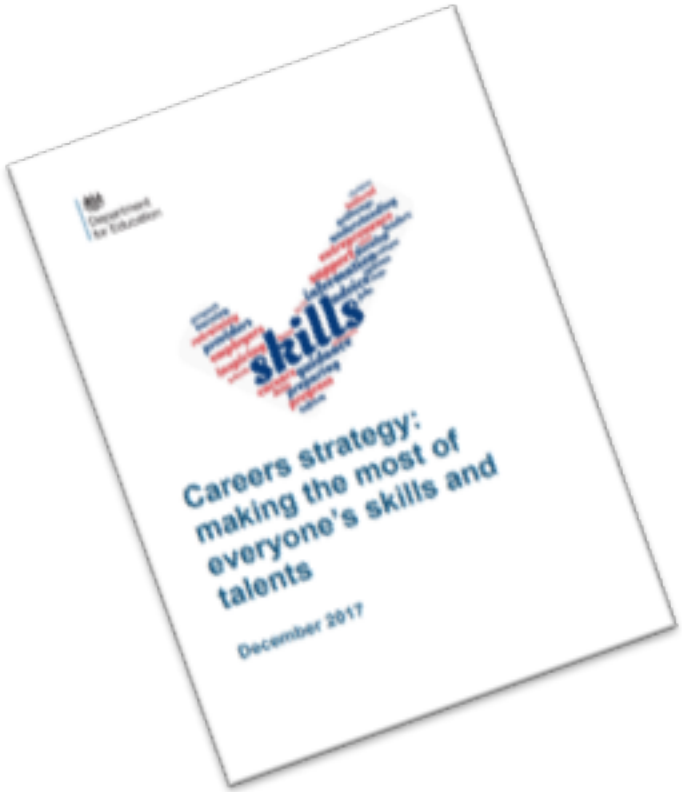
Performance criteria
1. identify and assess the career development information requirements of individuals
2. signpost and, where relevant, obtain career development information on behalf of individuals which meets their needs
3. monitor career development information for currency, accuracy and relevance to individuals
4. source new career development information that meets individual and organisational needs
5. ensure that individuals can access and identify valid and current career development information that is relevant to them including through social media
6. identify what support individuals need to find the career development information they require
7. assist individuals to access, interpret and use career development information appropriately
8. ensure career development information is stored in a way that meets organisational requirements and is accessible to individuals
9. act in ways that adhere to the ethical practice required within your organisation or profession
10. challenge any prejudice, use of stereotypes, discrimination and unethical or oppressive behaviour
11. encourage individual autonomy in the career development process
12. promote inclusivity, diversity and equality of opportunity
13. maintain confidentiality and security of individual information that meets relevant legal requirements and organisational policies
14. demonstrate understanding of legal requirements, local procedures and your own accountability for safeguarding young people and vulnerable adults

CODE OF ETHICS
Purpose

Key elements of a professional body

1. **Strategic and operational**
    1. Professionalism – authoritative voice on career guidance
    2. Relationships with policy makers
    3. Financial management
    4. Governance structures
2. **Quality assurance**
    1. Ethical practice and quality standards
    2. Professional registration
3. **Membership package/offer**
    1. Member benefits – tangible and intangible
    2. Pricing
    3. Member engagement
    4. Meetings
    5. What can you offer free of charge
4. **Training and qualifications**
    1. Qualifications to practice
    2. Accredited and non-accredited courses
    3. CPD – one-day courses and master classes; nammo courses
    4. National and regional conferences
5. **Communications**
    1. Website
    2. Publications – magazine and news letters
    3. Policy papers; briefings; reports; responses to government policy
6. **Added value items**
    1. Jobs board
    2. UK Career Development Awards

1. Strategic and operational
Influencing change & better practice



Mon 4th Dec 2017, 9.58

The long-overdue careers strategy has finally been unveiled by the apprenticeships and skills minister, at the Careers Development Institute's annual conference this morning.

This includes £4 million to support every school and college to have a careers leader, and a further £5 million funding to develop 20 careers hubs, which will be led by the Careers and Enterprise Company.

It explains that the National Careers Service will provide specialist advice for adults who need it most, including the long-term unemployed and those with additional needs, and will also have an updated "one-stop shop" website.

Lack of support for impartial careers guidance a disappointment

Written by FE News Editor Published: 05 December 2017 Hits: 1473 Vote 5 Rate

Anne Milton - by Mark Woodward for CDI

The Career Development Institute welcomes the Government's new careers strategy but is disappointed about the lack of support for impartial careers guidance.

Two years ago the then Secretary of State for Education, Nicky Morgan, acknowledged that the school-based approach to careers guidance was not working effectively for all young people and announced that the Government would be publishing a strategy for improving careers guidance in schools. In January of this year the Government re-stated its intention to publish a comprehensive careers strategy later in the year.

The Minister now responsible for careers, Anne Milton, launched the long awaited strategy yesterday (4 Dec) at the CDI's annual conference in Solihull.

The CDI is pleased to see that the strategy picks up several of the points that we have been recommending. It sets out a '**platform for change**' that should lead to significant improvements in careers education and guidance in schools. The strategy endorses fully the eight benchmarks of good practice developed by the Gatsby Foundation and provides funding to extend the current successful pilot in the North East to twenty more areas of the country. This should help us move towards the CDI's goal of funded support across the whole of England.

Re-ignite your teaching career with Qualified Teacher Learning and Skills status
REGISTER TODAY
SOCIETY FOR EDUCATION & TRAINING

England's focus: the role of Careers Leader in schools (2018) and achieving Gatsby benchmarks by 2020

2. Quality assurance

Ethical practice

- Recognised code of ethics
  - covering professional behaviour and practice
  - Informing the public of the ethical principles to which you adhere

Professional registration

- Sector equivalent of Chartered Status
- Proof that you hold a recognised qualification in career development
- 25 hours CPD requirement - checked
- Adherence to the Code of Ethics
- Use of the post nominal RCDP and logo to confirm and promote registered status; the use of the word *Registered* before your job title

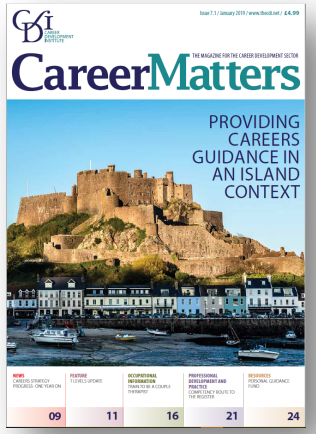
Registered Professional

3. Membership benefits

Professional identity, security, information

https://www.thecdi.net/Join-Us/MemberBenefits

- **Information** – Newsletter; magazine; journals
- **Membership meetings**; national conferences, other regional events, CPD
- **Professional development** – member discounts on courses; *free* webinars; certificates; monthly CPD newsletter
- **Comms** – website; information; social media – Twitter thecdi; LinkedIn
- **Jobs boa**rd – *Careers in car*eers
- **Intangible** – lobbying; partnership working; stakeholder management



4. Professional training and CPD

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Become a Member

HOME | ABOUT | GETTING QUALIFIED | TRAINING & EVENTS | PROFESSIONAL REGISTER | QUALITY | NEWS & RESOURCES | JOIN US | JOBS | GET IN TOUCH | MEMBERS' AREA

- TRAINING AND EVENTS PROGRAMME
- FREE WEBINARS
- NATIONAL CAREER GUIDANCE SHOWS 2019
- NATIONAL CAREERS LEADER AND LEARNING CONFERENCE 2019
- CDI ACADEMY - CERTIFICATE IN CAREERS LEADERSHIP
- SCOTLAND
- WALES
- STUDENT CONFERENCE 2018 PRESENTATIONS
- ANNUAL CONFERENCE 2017 RESOURCES

TRAINING & EVENTS

New cart system means that all events must now be paid for on-line

Keeping your knowledge and skills up to date and constantly learning new ways of working is the hallmark of a professional

If you are going to maximise your potential for lifetime employability, it is essential that you maintain high levels of professional competence by continually upgrading your skills and knowledge.

We recognise that we have a critical role to play in retaining public confidence in careers practitioners and further raising standards of delivery of advice and guidance linked to learning and work. With these aims in mind we provide a well developed annual programme of training and CPD opportunities that are open to members and non-members.

- **Traditional one-day themed conferences** – eg HE Advisers Conference; Student Conference; Careers Educators Conference
- **Skills workshops and training days** – eg Practical Career Guidance Skills; Personal Branding – the key to getting that ideal job; Demystifying Career Coaching; Current expectations on schools relating to 14-19 education etc

QCG Centre

Academy

Mentor

5/6 Comms and added value items

5. Communications

1. Website
2. Publications
3. Policy papers; briefings; responses to government policy

6. Added value

- SACDA Academy
- Jobs board
- SA Career Development Awards

Where are we going?

Business Plan 2019–2020

- Membership – 4,500
- UK Register - 2,000
- Major projects
  - Strong focus on professionalism
  - Grow CDI Academy courses
  - Workforce development research
  - Implement digital strategy
  - Extend mentoring project
  - International digital membership
  - Integrate UK Register into website
  - Grow the jobs board
  - Lobbying and influencing government
  - Financial sustainability

Vision for 2022

- Membership – 6,000
- UK Register – 4,000
- Major projects
  - Career thought leadership
  - Strong focus on professionalism
  - Balanced offer of accredited and non-accredited courses/CPD
  - Global careers conference
  - Lobbying and influencing government
  - Financial sustainability

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